

News

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Internet address: <http://stats.bls.gov/ro3news.htm>

INFORMATION: Ann Freely
(215) 597-3282
MEDIA CONTACT: Gerald Perrins
(215) 861-5600

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HIGHLIGHTS OF YORK, PA NATIONAL COMPENSATION SURVEY SEPTEMBER 2000

Workers in the York metropolitan area averaged \$15.35 per hour during September 2000, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). White-collar workers averaged \$19.01 per hour and accounted for 40 percent of the workers in the area. Blue-collar employees averaged \$14.13 per hour and represented 45 percent of the workforce, while the remaining 15 percent worked in service occupations and earned \$9.28 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 100 firms representing 79,900 workers in the York metropolitan area, which includes York County in Pennsylvania. Eighty-seven percent of those represented worked in private industry.

In the York metropolitan area, average hourly wages were published for nearly 35 detailed occupations. (See table 1.) Among white-collar workers, industrial engineers averaged \$23.54 per hour; registered nurses, \$21.17; and secretaries, \$14.50. Blue-collar occupations included welders and cutters earning \$18.31 per hour, truck drivers at \$14.93, and stock handlers and baggers at \$8.79. In the service occupations, public service police and detectives averaged \$21.64 per hour; janitors and cleaners, \$9.66; and nursing aides, orderlies and attendants, \$9.49.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the York area averaged \$15.99 per hour and part-timers earned \$8.47. Union workers in blue-collar jobs averaged \$16.86 per hour, while their nonunion counterparts made \$13.10. Private industry workers at establishments employing 50-99 workers averaged \$14.07 per hour and those in establishments with 500 or more employees earned \$17.35.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the York, PA National Compensation Survey September 2000 (Bulletin 3105-73). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/comhome.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9865, 9866, 9867, 9868, and 9869.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, York, PA, September 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.35	2.1	\$14.65	2.4	\$21.19	3.7
All excluding sales	15.64	2.2	14.92	2.5	21.28	3.7
White collar	19.01	2.9	17.56	3.6	25.88	3.3
White collar excluding sales	20.69	2.8	19.25	3.4	26.10	3.2
Professional specialty and technical	22.91	2.6	20.21	3.4	29.30	3.0
Professional specialty	25.41	2.6	22.81	3.2	29.44	3.0
Engineers, architects, and surveyors	26.30	4.4	26.30	4.4	—	—
Industrial engineers	23.54	10.4	23.54	10.4	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	21.02	3.1	20.73	2.9	—	—
Registered nurses	21.17	2.8	21.17	2.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	29.99	2.8	—	—	30.47	2.7
Elementary school teachers	31.90	2.1	—	—	31.90	2.1
Secondary school teachers	31.14	3.6	—	—	31.14	3.6
Teachers, n.e.c.	24.37	15.4	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.37	6.1	15.44	6.1	—	—
Licensed practical nurses	14.33	3.2	14.33	3.2	—	—
Executive, administrative, and managerial	27.00	4.8	26.64	5.5	29.65	4.4
Executives, administrators, and managers	30.65	4.4	30.56	5.4	31.03	4.3
Administrators, education and related fields	37.25	10.5	—	—	—	—
Managers and administrators, n.e.c.	27.97	6.7	27.97	6.7	—	—
Management related	22.33	7.1	22.41	7.3	—	—
Sales	11.36	10.0	11.38	10.1	—	—
Administrative support, including clerical	12.83	4.5	13.10	5.0	10.89	4.5
Secretaries	14.50	8.2	15.03	8.8	—	—
Receptionists	9.41	5.5	9.41	5.5	—	—
Bookkeepers, accounting and auditing clerks	11.33	12.4	11.28	13.7	—	—
Teachers' aides	9.67	4.8	—	—	9.67	4.8
Blue collar	14.13	2.6	14.15	2.6	13.65	5.2
Precision production, craft, and repair	17.31	4.8	17.41	5.0	14.31	5.1
Industrial machinery repairers	15.84	3.3	15.81	3.4	—	—
Supervisors, production	17.70	7.4	17.70	7.4	—	—
Machine operators, assemblers, and inspectors	13.37	3.3	13.37	3.3	—	—
Grinding, abrading, buffing, and polishing machine operators	13.14	14.2	13.14	14.2	—	—
Fabricating machine operators, n.e.c.	13.59	9.2	13.59	9.2	—	—
Textile sewing machine operators	9.09	3.6	9.09	3.6	—	—
Packaging and filling machine operators	10.92	5.0	10.92	5.0	—	—
Miscellaneous machine operators, n.e.c.	12.41	6.8	12.41	6.8	—	—
Welders and cutters	18.31	5.4	18.31	5.4	—	—
Assemblers	13.79	9.8	13.79	9.8	—	—
Production inspectors, checkers and examiners ..	12.88	9.3	12.88	9.3	—	—
Transportation and material moving	15.12	5.5	15.29	6.2	14.22	9.8
Truck drivers	14.93	10.2	15.20	10.4	—	—
Industrial truck and tractor equipment operators ..	12.45	5.8	12.45	5.8	—	—
Miscellaneous material moving equipment operators, n.e.c.	17.19	10.0	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.69	4.8	10.62	5.0	12.09	9.1
Production helpers	12.74	7.6	12.45	8.0	—	—
Stock handlers and baggers	8.79	5.6	8.79	5.6	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, York, PA, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Machine feeders and offbearers	\$10.15	12.3	\$10.15	12.3	—	—
Freight, stock, and material handlers, n.e.c.	12.33	10.1	12.33	10.1	—	—
Hand packers and packagers	9.84	3.1	9.88	3.2	—	—
Laborers, except construction, n.e.c.	10.55	6.4	10.55	6.4	—	—
Service						
Protective service	9.28	6.3	8.10	5.3	\$14.05	7.8
Police and detectives, public service	12.34	23.1	—	—	19.92	6.7
Food service	21.64	7.8	—	—	21.64	7.8
Waiters, waitresses, and bartenders	6.71	10.6	6.50	11.2	9.42	7.1
Other food service	—	—	—	—	—	—
Health service	8.35	5.2	8.23	6.0	9.42	7.1
Nursing aides, orderlies and attendants	9.54	3.2	9.27	1.9	—	—
Cleaning and building service	9.49	2.6	9.49	2.6	—	—
Janitors and cleaners	9.91	4.9	9.18	6.4	11.15	5.5
Personal service	9.66	4.5	9.18	6.4	10.58	3.3
	8.23	8.6	8.42	9.2	7.08	10.5

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, York, PA, September 2000**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$15.99	\$8.47	\$18.91	\$14.43	\$15.52	\$13.27
All excluding sales	16.14	8.87	18.95	14.71	15.90	11.92
White collar	20.13	10.13	26.82	17.86	19.00	19.12
White-collar excluding sales	21.26	12.96	27.13	19.52	20.69	—
Professional specialty and technical	23.69	15.21	29.29	20.84	22.91	—
Professional specialty	25.91	17.60	30.00	23.39	25.41	—
Technical	15.94	—	—	15.18	15.37	—
Executive, administrative, and managerial	26.99	—	—	26.71	27.00	—
Sales	13.19	7.24	—	11.38	9.28	19.12
Administrative support, including clerical	13.20	8.29	13.33	12.79	12.83	—
Blue collar	14.26	7.70	16.86	13.10	14.37	12.16
Precision production, craft, and repair	17.31	—	19.63	16.78	17.33	—
Machine operators, assemblers, and inspectors	13.38	—	16.78	11.45	13.91	11.13
Transportation and material moving	15.22	—	15.83	14.81	14.85	—
Handlers, equipment cleaners, helpers, and laborers	11.01	7.32	14.42	9.66	10.47	13.11
Service	10.24	6.59	14.34	8.26	9.26	—
	Relative error ⁶ (percent)					
All occupations	2.0	8.6	3.5	3.2	2.2	8.6
All excluding sales	2.1	10.7	3.6	3.3	2.3	6.6
White collar	2.8	11.1	4.1	3.5	3.0	17.9
White-collar excluding sales	2.8	12.4	4.0	3.3	2.8	—
Professional specialty and technical	2.8	11.4	3.7	3.4	2.6	—
Professional specialty	2.5	11.9	3.6	3.2	2.6	—
Technical	7.0	—	—	6.5	6.1	—
Executive, administrative, and managerial	4.8	—	—	5.0	4.8	—
Sales	10.1	7.3	—	10.1	8.3	17.9
Administrative support, including clerical	4.4	4.3	11.6	5.5	4.5	—
Blue collar	2.5	4.4	4.7	4.3	2.7	7.0
Precision production, craft, and repair	4.8	—	12.0	6.0	4.9	—
Machine operators, assemblers, and inspectors	3.3	—	1.9	3.4	3.6	3.8
Transportation and material moving	5.5	—	8.6	8.8	6.2	—
Handlers, equipment cleaners, helpers, and laborers	4.8	4.2	6.0	3.4	3.9	16.7
Service	6.5	9.1	11.3	5.6	6.6	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, York, PA, September 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$14.65	\$14.07	\$14.82	\$13.67	\$17.35
All excluding sales	14.92	13.90	15.20	14.11	17.36
White collar	17.56	18.09	17.42	15.83	19.85
White-collar excluding sales	19.25	18.82	19.36	18.84	19.89
Professional specialty and technical	20.21	18.18	20.77	22.00	20.05
Professional specialty	22.81	19.84	23.67	23.64	23.69
Technical	15.44	—	15.63	18.77	13.95
Executive, administrative, and managerial	26.64	26.40	26.71	27.11	26.34
Sales	11.38	15.95	9.85	9.85	—
Administrative support, including clerical	13.10	12.62	13.19	13.28	13.01
Blue collar	14.15	13.75	14.25	13.58	15.85
Precision production, craft, and repair	17.41	15.72	18.69	18.11	20.17
Machine operators, assemblers, and inspectors	13.37	10.91	13.60	12.44	16.32
Transportation and material moving	15.29	11.62	16.41	16.87	—
Handlers, equipment cleaners, helpers, and laborers	10.62	9.85	10.74	10.20	11.81
Service	8.10	6.66	8.75	8.73	—
	Relative error ⁴ (percent)				
All occupations	2.4	7.8	2.5	4.3	5.8
All excluding sales	2.5	8.6	2.6	4.5	5.8
White collar	3.6	8.5	4.2	6.3	5.9
White-collar excluding sales	3.4	9.5	3.6	4.7	5.9
Professional specialty and technical	3.4	6.1	3.9	6.2	5.1
Professional specialty	3.2	2.8	3.7	7.3	4.1
Technical	6.1	—	7.3	11.9	6.1
Executive, administrative, and managerial	5.5	20.2	4.0	5.9	5.2
Sales	10.1	11.5	13.0	13.1	—
Administrative support, including clerical	5.0	7.6	5.8	6.9	19.4
Blue collar	2.6	7.9	2.8	4.8	6.6
Precision production, craft, and repair	5.0	9.4	3.8	7.0	11.2
Machine operators, assemblers, and inspectors	3.3	11.5	3.4	4.1	3.7
Transportation and material moving	6.2	12.1	5.3	5.7	—
Handlers, equipment cleaners, helpers, and laborers	5.0	11.0	5.5	7.3	10.2
Service	5.3	11.0	4.2	4.6	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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